



# Learning-Aligned Employment Program



# Program Overview

The **Learning-Aligned Employment Program (LAEP)** offers eligible underrepresented students at public colleges and universities the opportunity to earn money to help defray their educational costs, while gaining **education-aligned, career-related** employment.

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The **California Student Aid Commission (Commission)** is responsible for developing the program guidelines and supporting campuses in implementing LAEP for the 2022-2023 academic year.







# Institutional Eligibility

- Over **98%** of eligible public postsecondary educational institutions have elected to participate and submitted an **institutional agreement** to the Commission. This includes the campuses of:
  - The University of California (UC)
  - The California State University (CSU)
  - The California Community Colleges (CCC)

# Institutional LAEP Funds

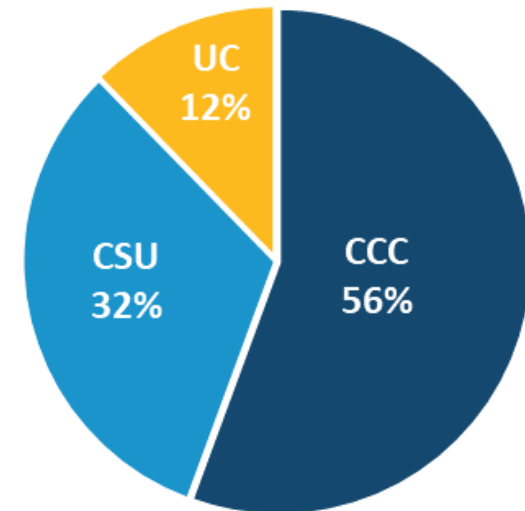
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-  In total, LAEP was allocated **\$500 million** in state funds.
-  Funds were allocated to institutions based on their share of students receiving a federal **Pell Grant** in the most recent prior fiscal year for which data was available (2019-20).
-  The Commission distributed 100% of funds in 2022. Funds roll over each year and will be available to participating campuses until **June 30, 2031**.
-  Institutions may use up to **5%** of allocated funds for the **administrative costs** of the program.

# Institutional LAEP Funds

Segment	Total # Schools	Signed Agreements	% Participation	Final Total Allocation
CCC	115	112	97%	\$276,691,
CSU	23	23	100%	\$159,719,
UC	9	9	100%	\$61,088,
Public	147	144	98%	\$497,500,

**% of Funds Allocated**



# Student Eligibility

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A student from an **underrepresented background** satisfying all of the following criteria is eligible to participate in the program:

- **Half-time** enrollment (except for summer term)
- **CA resident** classification
- Maintenance of **satisfactory academic progress**
- Demonstrated **financial need**
- Eligibility to **work** in the U.S.

# Underrepresented Student

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- first generation college students
- low-income students
- students who are current or former foster youth
- homeless students or those at risk of becoming homeless
- students with disabilities
- displaced workers
- students with dependent children
- formerly incarcerated students
- undocumented students
- students meeting the requirements of Assembly Bill 540
- students who are veterans



# Student Prioritization

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- Students from an underrepresented background satisfying any of the following criteria will be **prioritized** for participation in the program:
  - **First generation** college students
  - Current or former **foster youth**
  - Students who are **homeless** or at risk of being homeless
- Institutions will further prioritize eligible students meeting this priority criteria who are also majoring in a science, technology, engineering, or mathematics (**STEM**) discipline.



# LAEP Administration

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- **Maximum hours and compensation** are set by the institution and should be included in the Employer Agreement.
- Institutions are strongly encouraged to consider awarding **academic credit**.
- Institutions are required to **report data** on LAEP funds expended, population served, and employer profiles.

# Employer Eligibility

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The following entities are eligible to employ LAEP students:



**Research centers and institutions** operated by [UC, CSU, CCC] if the position provides students with direct opportunities to participate in research.



**Public schools** operated by school districts, county superintendents of schools, the Department of the Youth Authority, or the Department [of Education].



**Nonsectarian, nonpolitical organizations or corporations**, whether nonprofit or for-profit enterprises licensed to conduct business in the state, if they are capable of providing, or capable of connecting students with other employers capable of providing, participating students with full-time employment opportunities within their areas of study after graduation.

# Employer Eligibility

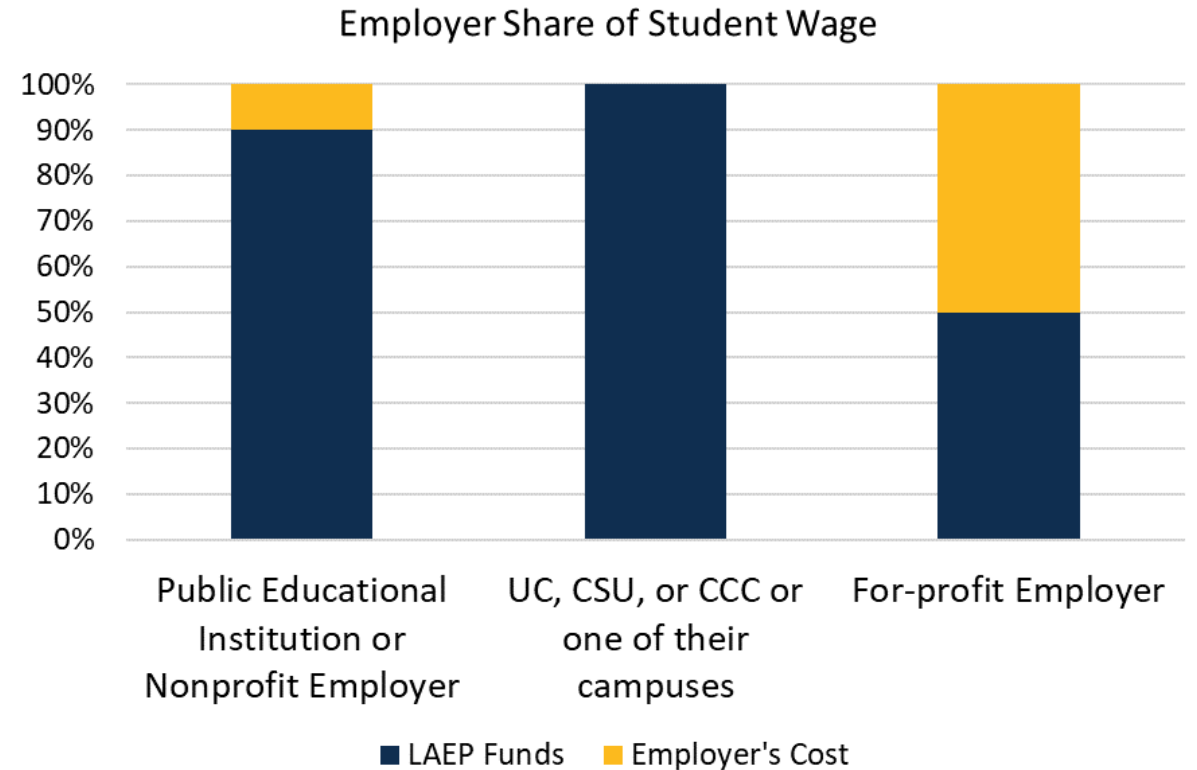
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- Employers must sign an **Employer Agreement** with the institution prior to participation.
- A student must **only** be placed in an educationally beneficial position that relates to the student's area of study, career objective, or the exploration of career objectives.
- The student must be paid at a **comparable rate** to that of comparable positions within the employing organization.
- The position cannot displace workers currently employed or impair existing contracts for services.

# LAEP Funding by Employer

LAEP funds may provide:

- Up to **90%** of the student's compensation for positions at public educational institutions or nonprofit corporations
- Up to **100%** of compensation for positions at the UC, CSU, or CCC
- Up to **50%** of compensation for positions at for-profit employers



# LAEP Resources

For more information, check out the **LAEP website:**

[www.csac.ca.gov/laep](http://www.csac.ca.gov/laep)

Frequently Asked Questions (FAQ)

LAEP Handbook

Flyers and slide deck

Employer Agreement template

Live and recorded webinars





Thank you!